

John,

[REDACTED] Chief, Behavioral Activities Branch,
OTS, will be the DDS&T focal point for Dr. Chapman's
survey. He is located in 6E-05 Hqs, extension [REDACTED]
[REDACTED]

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2E 0301 HQS.

Date 18 AUG 1981

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DD/S&T 3619-81

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:				EXTENSION	NO.
Harry E. Fitzwater DDA 7D-18 Hqs.					<i>F2 31-7402</i>
TO: (Officer designation, room number, and building)		DATE		OFFICER'S INITIALS	DATE
		RECEIVED	FORWARDED		
1. Inspector General 6E-19 Hqs.		<i>10 AUG 1981</i>	<i>SPW 10 AUG 1981</i>	<i>EDL</i>	STAT
2.					STAT
3. DD/S&T 6E-45 Hqs.		<i>14 AUG 1981</i>	<i>97</i>		
4. ADDA		<i>14 AUG 1981</i>	<i>ML</i>		
5. D/NFAC 7E-45 Hqs.		<i>14 AUG 1981</i>	<i>9T</i>		
6.					
7. D/Personnel 5E-13 Hqs.				<i>✓</i>	
8.					
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14.					
15.					

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1, 3, and 5: Please call for hand carry.

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VG

SUBJECT: (Optional)

Agency Psychologists and Psychological Programs

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FROM:		EXTENSION	NO.
Harry E. Fitzwater Deputy Director for Administration 7D 24 Hqs			DDA 81-0004/7
TO: (Officer designation, room number, and building)		DATE	DATE
		RECEIVED FORWARDED	OFFICER'S INITIALS
COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)			
1. Deputy Director for Science and Technology 6E 60 Hqs		6/24	<i>LD</i>
2. <i>IG</i>	<i>29 JUN 1981</i>	<i>JUN 1981</i>	<i>gk</i> <i>2: For comment</i>
3. Deputy Director of Central Intelligence 7D 6011 Hqs		<i>7/1</i>	<i>gk</i>
4.			
5. <i>DDA/60</i>	<i>8 JUL 1981</i>		
6. <i>DDA</i>		<i>13 JUL 1981</i>	<i>WMA/m</i>
7. <i>DDA</i>			
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9.			
10.			
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14.			
15.			

I understand that Harry is considering having outside consultants (NAPA) look at the Agency psychologists and their programs. This would be a good idea since there is no one qualified in the Agency to do so who doesn't have a vested interest in the status quo.

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Charles A. Briggs

2736-81

X1-0398

DDA 81-0004/7

81-7063/8

18 June 1981

MEMORANDUM FOR: Deputy Director of Central Intelligence
 VIA: Deputy Director for Science and Technology
 FROM: Harry E. Fitzwater
 Deputy Director for Administration
 SUBJECT: Agency Psychologists and Psychological Programs

REFERENCES: A. Memo to DDA fr DDCI, dtd 1 May 81, subj: Approval of Recommendations of IG's Report on the OMS
 B. Memo to DDA fr DDCI, dtd 7 May 81, subj: Additional Actions to be Taken on the OTS Inspection Recommendations

1. This is in response to your directive for the DDA to survey Agency psychological testing, assessment and research activities throughout the Agency. Accordingly, I have met with representatives from the DDS&T and the DDA. These meetings focused primarily on the activities of the Psychological Services Division (PSD) of OMS/DDA and the Behavioral Activities Branch (BAB) of OTS/DDS&T since these are the major groups of practicing psychologists in the Agency. The attachment reveals other pockets of Agency psychologists and their functions. As you will note, there are four positions for psychologists in the Office of Research and Development (ORD) of DDS&T that are utilized for research in behavioral science. I am informed by DDS&T and PSD that there is no duplication of effort of this ORD organization and PSD, the other activity involved in behavioral research.

2. Since the Inspector General's report of April 1981, the PSD and BAB have initiated a series of meetings and contacts to exchange information and explore ways of assisting each other in carrying out their respective missions. The Associate Deputy Director for Science and Technology and I have agreed that these meetings should continue on a periodic basis with discussion and cooperation in the following areas:

- a) assist each other in recruiting professional psychologists.
- b) assist each other in reviewing and compiling information on psychological tests and assessment procedures.
- c) explore the possibility of sharing consultants.



- d) identify areas of mutual research interest.
- e) consider the possibility of joint PSD-BAB participation in various programs.
- f) consider the eventual exchange of psychologists between the two staffs on a rotational basis.
- g) brief each other on current and projected programs and activities.

3. At the present time, the professional exchange among CIA psychologists is limited to the recently established communications between PSD and BAB. I believe that exchanges between other Agency psychologists and these two organizations have been limited because of the appreciable differences in their respective functions. Since the BAB will argue, as will PSD, that their personnel resources are fully occupied in carrying out the work loads of their assigned missions, it is doubtful that one organization will be able to assist the other to any degree under this present arrangement. There may be some exchange of personnel on a rotational basis that could provide for cross-fertilization and better career development. However, I doubt that any economies for the Agency can be realized under this arrangement.

4. In accordance with your directions in reference B, I will study this problem in-depth and report my recommendations to you by 30 October 1981.



Harry E. Fitzwater

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Att

cc: DDS&T
IG
AD/OMS/DDA
C/PSD/OMS/DDA
C/BAB/OTS/DDS&T

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6 April 1981

MEMORANDUM FOR: Deputy Director for Administration
FROM: Robert A. Ingram, M.D.
Director of Medical Services
SUBJECT: Agency Psychologists' Functions and Locations
REFERENCE: Your Verbal Request

The following represents the number, location, and primary functions of all Agency psychologists:

Directorate of Administration (DDA)

Office of Medical Services (OMS)

Psychological Services
Division (PSD)

Job testing and assessment
of staff employees and
applicants, human factors
support, research, manage-
ment training and counseling.

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Psychiatric Division (PD)

Testing applicants,
employees, and dependents
for mental disorders at
the direction of
psychiatrists.

National Foreign Assessment
Center (NFAC)

Office of Political
Analysis (OPLA)

Personality assessments of
key world leaders (finished
intelligence product).

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Office of Scientific
& Weapons Research (OSWA)

Directorate of Science &
Technology (DDS&T)

Office of Research &
Development (ORD)



Development of new analytical
behavioral science techniques STAT
for use by NFAC analysts in
production of finished
intelligence.

Office of Technical
Services, Behavioral
Activities Branch (OTS/BAB)



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Signed
Robert A. Ingram, M.D.

Robert A. Ingram, M.D.

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1 MAY 1981

MEMORANDUM FOR: Deputy Director for Administration
FROM: Deputy Director of Central Intelligence
SUBJECT: Approval of Recommendations of Inspector General's Report on the Office of Medical Services (OMS)

1. I have approved recommendations B1-B4, C1-C5, D1, E1 and F1-F18 of the Inspector General's April 1981 report on the Office of Medical Services (OMS), a copy of which has been provided to you. Recommendations B2-B4 and C1-C5 require action by you.

A. Recommendation B2 requests that:

The DDCI direct the Deputy Director for Administration to expand the survey of Agency psychological testing and assessment activities recommended by our report on the Office of Technical Service (and approved by the then DDCI) to include psychological research activities throughout the Agency.

This recommendation should improve communication and cooperation between Agency psychologists and will, I hope, ensure that maximum individual opportunities and organization needs are being realized. Please take appropriate action and send me a report on this not later than 20 June 1981.

B. Recommendation B3 requests that:

The DDCI charge the DDO and DDA to ensure increased awareness of potential medical support to operations, this being the primary justification for a separate RMO system.

I have asked the DDO to take the lead in identifying ways by which regional medical officers can increase their contributions to operations. He will consult with you. I have also asked the DDO for a report on his progress in implementing this recommendation not later than 20 July 1981.

C. Recommendation B4 requests that:

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The DDCI charge the DDO and DDA, on behalf of all involved components, with ensuring that the cover implications of separate Agency medevac operations are fully considered on a case-by-case basis. The DDO will assume the responsibility for this recommendation, coordinating as required with you.

In view of our ongoing efforts to improve cover, I consider this recommendation both timely and important. I have asked for a progress report not later than 20 July 1981.

D. Recommendation C1 requests that:

The DDA consider converting the two senior part-time CCCR positions to regular staff positions.

This straightforward recommendation is within your purview. No report is required.

E. Recommendation C2 requests that:

The DDA convene a meeting with D/MS, Chief, CCCR, the DDO, D/FBIS, D/OC, D/OTS, DTE, and other appropriate component chiefs or their representatives to determine the ground rules for providing hostage survival and related training.

I ask that you take the lead on this meeting, coordinating as appropriate with the other offices and components. OMS advises that the Terrorist Assessment Group chaired by the SSA/DDA is already addressing this issue. I have not sent separate memoranda to each participant; I will rely on you to complete action on this.

F. Recommendations C3 and C4 request that:

The DDA authorize reimbursement for road tolls and mileage [redacted] personnel and dependents who, on the authorization of the RMO or Embassy nurse, travel to U.S. military installations for medical purposes.

The DDA consider instituting a modified form of leave-accounting [redacted] personnel when employees are compelled to travel to the military installations for treatment.

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These recommendations are within your purview. No reports are required.

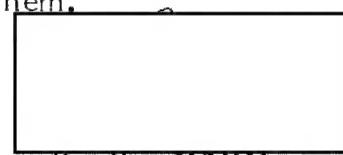
G. Recommendation C5 requests that:

The DDA and D/MS review [redacted] performance. (This recommendation went to the DDA in separate correspondence and has been acted on.)

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I ask that you and the D/MS continue to monitor this situation, as well as the performance of the other RMO's.

2. I also endorse the recommendations in the main body of the inspection report which are addressed to the Office of Medical Services, except that I have directed that we undertake a study related to screening procedures as recommended by the physician consultant to the inspection. Please ensure that appropriate action is taken on them.



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B. R. INMAN
Admiral, US Navy

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7 MAY 1981

MEMORANDUM FOR: Deputy Director for Administration
FROM: Deputy Director of Central Intelligence
SUBJECT: Additional Actions to be Taken on the
Office of Technical Service Inspection
Recommendations
REFERENCE: Memo to DDCI from DDA, dtd 31 March 1981,
Subject: Recommendations 3 and 10 of the
Inspector General's Report of Office of
Technical Service Inspection

1. I have received the referenced response to Mr. Carlucci's 22 December 1980 tasking memorandum. I am pleased with the progress reported on the three OTS recommendations that Mr. Carlucci assigned to the then DDA for action. Prompt attention by your offices and the positive attitude of those involved have contributed to the considerable progress made to date. I encourage you in your pursuit of GSA to seek both more timely support and additional delegation to the Agency. On Recommendations 3 and 10, I believe additional follow-up action is required as follows:

a. Recommendation 3: That the Deputy Director for Administration aggressively pursue the General Services Administration to ensure that Office of Technical Service employees have a safe and helpful working environment.

Additional Action Required: I would like to have by 31 July 1981 the results of the occupational safety and health inspection planned for May/June 1981, plus a schedule for resolving any new problems identified during that inspection.

b. Recommendation 10: That the Deputy Director of Central Intelligence survey Agency psychological testing and assessment activities to ensure that maximum individual opportunities and organizational needs and benefits are being realized.

Additional Action Required: The subject of the optimum use of the Agency's psychological resources was also addressed in the Office of Medical Services inspection report. The OMS report recommendation, which I approved, expands the survey of Agency psychological

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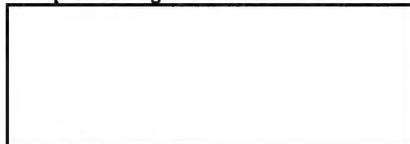
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testing and assessment activities to include psychological research activities throughout the Agency. The preliminary discussions between OTS and OMS are a start; however, the intent of Recommendation 10 was to ensure a disinterested current, cross-directorate overview of a decentralized activity with an emotional history. What is needed is a broad survey of all Agency psychological activities, whether they address agent or employee screening, testing programs, stress considerations in family life overseas or in crisis environments, or the like. I ask that you take the lead in working with the DDS&T, DDO, and OPPPM to conduct such an Agency-wide survey and to submit options for improved management and applications. Please provide me with a status report by 31 October 1981.



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B. R. INMAN
Admiral, U.S. Navy